

Office of Council President Jennifer Campbell
Office of Councilmember Raul A. Campillo

Proposed Amendments to the Current Municipal Code and Council Policies to Promote Inclusive Language



Background

- San Diego city government represents, supports, and serves all residents throughout the City of San Diego. While the City acts on behalf of all San Diego residents, the current Municipal Code, Regulatory Legislation, City Charter and Council Policies do not reflect the diversity of our people.
- Inclusive language is defined as *“language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people, especially gender specific words”*.
- Councilmember Campillo and Council President Campbell believe that language matters, and thus the City must amend the current Municipal Code, Regulatory Legislation, City Charter and Council Policies to promote inclusive language for all San Diegans.



Discussion

- In February of 2021, 8 anti-transgender and anti-nonbinary bills were brought forward across 7 different states.
- As of 2019, 11 states in addition to Washington, D.C. enacted policies which allowed for the issuance of third gender IDs. California began offering nonbinary birth certificates since the start of 2018 and introduced gender-neutral driver's licenses in 2019
- The United States House of Representatives approved the rules package for the 117th Congress in January of 2021, which introduced utilizing nonbinary, or non-gendered language, in official Congressional documents.

Previous Actions

- Council approved Ordinance Number O-17956 in 1993, which added “General Rules of Interpretation of Ordinances” to Chapter 1, Article 1, Division 2 of the Municipal Code.
- Required that each gender in any ordinance must include the other gender to promote inclusivity and addressed the lack of representation for those who identify as female, at the time.
- Cities such as Boston, Portland, Berkeley, Oakland have passed similar resolutions called for gender-neutral language on City documents.

In Boston, councilors propose gender-inclusive city forms and certificates

By **Danny McDonald** Globe Staff, Updated November 16, 2020, 2:43 p.m.



Source: Boston Globe



City of
OAKLAND
California

News from Oakland City Attorney Barbara J. Parker

FOR IMMEDIATE RELEASE
Thursday, September 17, 2020

Oakland Announces Resolution to Use Gender-Inclusive and Gender-Neutral Language in City Law, Policy, and Communications

Oakland, CA – Today, City Attorney Barbara J. Parker, Mayor Libby Schaaf, City Council President Rebecca Kaplan, and City Councilmember Sheng Thao announced that they are co-sponsoring a resolution to establish a pathbreaking progressive policy regarding the use of gender-inclusive and gender-neutral language. Going forward, the resolution ensures that city laws, policies, and communications use terminology that accounts for all gender identities and does not assume or prescribe any specific gender. The resolution also includes a plan to submit a City Charter amendment to the voters in 2022 that would update the Charter to be consistent with the City's future-facing policy.



Rules Committee Actions

On July 14, the following motion was made:

Direct the City Attorney's office to work with the offices of Council Districts 2 and 7 to draft amendments to the current Council Policies and Municipal Code to require future amendments to Council Policies, the Municipal Code, and City Charter use non-binary and non-gendered language to describe a person or group of people and to be brought back to the full Council for approval.



Proposed Actions

- Subitem A: Introduction of an ordinance amending Chapter 1, Article 1, Division 2 of the San Diego Municipal Code to require future Municipal Code amendments be drafted with inclusive language.
- Subitem B: Adopt a resolution amending Council Policy 000-01, Council Policy 000-07, and Council Policy 000-21 to require that future amendments to Council Policies, regulatory legislation, and ballot proposals for City Charter amendments be drafted with inclusive language.



Subitem A

Section 1. That Chapter 1, Article 1, Division 2 of the San Diego Municipal Code is amended by adding new section 11.0211 to read as follows:

11.0211 Gender-Neutral Language in Municipal Code Amendments

Unless otherwise required by law, all amendments to this Code shall be drafted using gender-neutral pronouns or reusing nouns to avoid the use of gendered or binary pronouns when referring to a person or group of people.



Subitem B

Council Policy 000-021:

6. Unless otherwise required by law, all policy statements of the Council shall be drafted using gender-neutral pronouns or reusing nouns to avoid the use of gendered or binary pronouns when referring to a person or group of people.

Council Policy 000-07:

- 4.4 Unless otherwise required by law, all general regulatory legislation shall be drafted using gender-neutral pronouns or reusing nouns to avoid the use of gendered or binary pronouns when referring to a person or group of people.

Council Policy 000-21:

IV. Proposals to amend the City Charter:

Unless otherwise required by law, all proposals to amend the City Charter shall be drafted using gender-neutral pronouns or reusing nouns to avoid the use of gendered or binary pronouns when referring to a person or group of people.



Summary of Actions Requested

City Council adopt the following:

- Subitem A: Introduction of an ordinance amending Chapter 1, Article 1, Division 2 of the San Diego Municipal Code to require future Municipal Code amendments be drafted with inclusive language.
- Subitem B: Adopt a resolution amending Council Policy 000-01, Council Policy 000-07, and Council Policy 000-21 to require that future amendments to Council Policies, regulatory legislation, and ballot proposals for City Charter amendments be drafted with inclusive language.



PRIDE

Language **matters**

Thank you and we are available to answer questions